

**Missouri Department of
Natural Resources
Administrative Policies and Procedures**

Chapter 4 Employment

Nepotism Policy

Effective date

Revised

Number: 4.04

February 22, 2002

No person employed by the Department of Natural Resources shall name or appoint, or directly supervise or be subject to the direct supervision of a relative within the fourth degree of consanguinity or affinity, or of a person with whom he/she cohabits.

REFERENCES

Missouri Constitution, Article VII Section 6

<http://www.moga.mo.gov/mostatutes/ConstArticles/Art07.html>

DEFINITIONS

Affinity: A relationship by marriage.

Cohabit: To live together.

Consanguinity: A relationship by blood.

Direct supervision: The immediate supervisor exercising line chain of authority, or any superior in the line chain of authority.

Half relationship: Considered the same as whole relationships that is a "half sister" is the same as a sister.

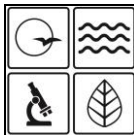
Step relationship: Considered the same as if related by blood, that is a "step brother" is the same as a brother.

GENERAL PROVISIONS

This policy generally applies to situations involving employees within the same program. In most cases, relatives may work for other divisions or other programs within a division without the appearance of a conflict of interest. Any conflicts that exist or arise with the terms of this policy will be resolved, as vacancies in other positions become available.

Relationships by degree

A husband or wife is related by marriage to their spouse's relatives in the same degree as by blood. However, the blood relatives of one spouse are not related by reason of marriage to the blood relations of the other spouse. For example, a brother of the husband is not related to a brother of the wife. A relationship by marriage ends when death or divorce occurs. However, if



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a child was born to married parents, the relationship between the parents continues even after the marriage is dissolved.

The "Chart of family relationships by degree" which outlines the degrees of consanguinity to the fourth degree appears below.

Chart of family relationships by degree

0	1st	2nd	3rd	4th
Self Spouse	Parent Child	Grandparent Brother/sister Grandchild	Great grandparent Aunt/uncle Niece/nephew Great grandchild	Great great grandchild Great aunt/uncle First cousin Grand niece/nephew